

# Fair Registration Practices Report

## Engineers (2015)

The answers seen below were submitted to the OFC by the regulated professions.

This Fair Registration Practices Report was produced as required by:

- the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACKTA) s. 20 and 23(1), for regulated professions named in Schedule 1 of FARPACKTA
- the Health Professions Procedural Code set out in Schedule 2 of the Regulated Health Professions Act (RHPA) s. 22.7 (1) and 22.9(1), for health colleges.

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## 1. Qualitative Information

<b>a) Requirements for registration, including acceptable alternatives</b>
<b>i. Describe any improvements / changes implemented in the last year.</b>
Regulation 941/90 of the Professional Engineers Act has been amended so that: <ul style="list-style-type: none"><li>• limited licence holders can be responsible for the engineering services provided to the public under a business entity's Certificate of Authorization (C of A);</li><li>• establishes licensed engineering technologist (LET) as a new class of limited licence;</li><li>• establish an engineering intern class of person (EIT);</li><li>• a temporary licence holder who has 12 months of Canadian experience to be exempted from the requirement for a collaborator.</li></ul>
<b>ii. Describe the impact of the improvements / changes on applicants.</b>
These changes recognize the important role played in the profession by the holders of a limited licences, temporary licence and licensed engineering technologist. <ul style="list-style-type: none"><li>• A limited licence holders can be responsible for the engineering services provided to the public under a business entity's Certificate of Authorization (C of A).</li><li>• LET designation reflects that a practitioner has met additional qualifications to obtain and maintain his or her OACETT certification, and demonstrates a willingness to be held professionally accountable by both their licensing and certification bodies.</li><li>• Interns will be able to use the protected EIT designation and engineering intern title to reflect their commitment to professionalism and place on the path to becoming professional engineers.</li><li>• A temporary licence holder may be exempted from the requirement for a collaborator and is able to take responsibility for their work.</li></ul>
<b>iii. Describe the impact of the improvements / changes on your organization.</b>
Long-awaited amendments to Regulation 941/90 of the Professional Engineers Act, intended to strengthen regulation of the profession by improving accessibility, transparency, accountability and effectiveness in regulating professional engineering, while protecting the public interest.
<b>b) Assessment of qualifications</b>
<b>i. Describe any improvements / changes implemented in the last year.</b>
<ul style="list-style-type: none"><li>• PEO is continuing to participate on the Canadian Environment Experience Requirement Project Steering Committee. It will review the final recommendations of the Project for potential implementation.</li><li>• PEO has engaged a consultant to review the ERC interview process.</li><li>• In conjunction with the review of the ERC interview process, PEO staff developed a survey as a follow-up to applicants that have been interviewed by the ERC.</li><li>• University of Toronto decided to discontinue its engineering bridging program</li></ul>
<b>ii. Describe the impact of the improvements / changes on applicants.</b>
Applicants have now fewer options to enroll in engineering bridging programs
<b>iii. Describe the impact of the improvements / changes on your organization.</b>
The impact of the discontinuation of the university of Toronto program is to be determined
<b>c) Provision of timely decisions, responses, and reasons</b>
<b>i. Describe any improvements / changes implemented in the last year.</b>
PEO has revised its timeframes on its process. The PEO Website has been updated to show the revised processing times.

**ii. Describe the impact of the improvements / changes on applicants.**

**PEO has revised it timeframes as follows:**

- |  |              |
|--|--------------|
| • Initial academic assessment by the Academic Requirements Committee                         | 6 – 10 weeks |
| • Scheduling of experiential knowledge interviews with the Experience Requirements Committee | 12 -16 weeks |
| • Final experience assessment review   | 6-10 weeks   |

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**d) Fees**

**i. Describe any improvements / changes implemented in the last year.**

PEO continue to waive the application fees to recent Canadian Engineering Graduates and New Immigrants

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**e) Timelines**

**i. Describe any improvements / changes implemented in the last year.**

PEO has revised it timeframes and posted the information on its website

**ii. Describe the impact of the improvements / changes on applicants.**

**PEO has revised it timeframes as follows:**

- |  |              |
|--|--------------|
| • Initial academic assessment by the Academic Requirements Committee                         | 6 – 10 weeks |
| • Scheduling of experiential knowledge interviews with the Experience Requirements Committee | 12 -16 weeks |
| • Final experience assessment review   | 6-10 weeks   |

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**f) Policies, procedures and/or processes, including by-laws**

**i. Describe any improvements / changes implemented in the last year.**

Regulation 941/90 of the Professional Engineers Act has been amended so that:

- limited licence holders can be responsible for the engineering services provided to the public under a business entity's Certificate of Authorization (C of A);
- establishes licensed engineering technologist (LET) as a new class of limited licence;
- establish an engineering intern class of person (EIT);
- a temporary licence holder who has 12 months of Canadian experience to be exempted from the requirement for a collaborator.

**ii. Describe the impact of the improvements / changes on applicants.**

recognize the important role played in the profession by the holders of a limited licences, temporary licence and licensed engineering technologist.

- A limited licence holders can be responsible for the engineering services provided to the public under a business entity's Certificate of Authorization (C of A).
- LET designation reflects that a practitioner has met additional qualifications to obtain and maintain his or her OACETT certification, and demonstrates a willingness to be held professionally accountable by both their licensing and certification bodies.
- Interns will be able to use the protected EIT designation and engineering intern title to reflect their commitment to professionalism and place on the path to becoming professional engineers.
- A temporary licence holder may be exempted from the requirement for a collaborator and is able to take responsibility for their work.

**iii. Describe the impact of the improvements / changes on your organization.**

Long-awaited amendments to Regulation 941/90 of the Professional Engineers Act, intended to strengthen regulation of the profession by improving accessibility, transparency, accountability and effectiveness in regulating professional engineering, while protecting the public interest.

**g) Resources for applicants**

**i. Describe any improvements / changes implemented in the last year.**

- During 2015, PEO conducted about 23 information seminars reaching out to more than 770 engineering students in Ontario, 33 Engineering Intern (EIT) seminars reaching out to more than 1470 Interns. In addition, PEO conducted about 31 information seminars reaching out to about 900 prospective applicants who were graduates from non-CEAB-accredited programs.
- PEO Reviewed template letters to applicants about academic and work-experience assessment results.
- PEO clarified information about taking courses in lieu of assigned examinations and provided more detailed instructions for obtaining course approval from PEO.

**ii. Describe the impact of the improvements / changes on applicants.**

Applicants and prospective applicants are well informed of licensure requirements and processes.

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**h) Review or appeal processes**

**i. Describe any improvements / changes implemented in the last year.**

No changes this year

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**i) Access to applicant records**

**i. Describe any improvements / changes implemented in the last year.**

No changes this year

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**j) Training and resources for registration staff, Council, and committee members**

**i. Describe any improvements / changes implemented in the last year.**

PEO developed training programs for ARC and ERC members, with attention to equity and diversity.

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**k) Mutual recognition agreements**

**i. Describe any improvements / changes implemented in the last year.**

PEO expressed its willingness to work with the Ontario Fairness Commission to identify specific professional engineer licensing regimes in other countries to enhance impartiality and to share the results with ARC and ERC.

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

I) Other (include as many items as applicable)

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

Describe any registration-related improvements/changes to your enabling legislation and/or regulations in the last year

No changes this year

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## 2. Quantitative Information

### a) Languages

Indicate the languages in which application information materials were available in the reporting year.

Language	Yes/No
English	Yes
French	No

Other (please specify)

Additional comments:

### b) Gender of applicants

Indicate the number of applicants in each category as applicable.

Gender	Number of Applicants
Male	4318
Female	924
None of the above	0

Additional comments:

### c) Gender of members

Indicate the number of members in each category as applicable. Select the option that best corresponds to the terminology used by your organization.

Gender	Number of Members
Male	71329
Female	8354
None of the above	0

Additional comments:

### d) Jurisdiction where applicants obtained their initial education

Indicate the number of applicants by the jurisdiction where they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
2839	484	136	Iran 451	88	5242

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			India 250		
			China 150		
			Egypt 100		
			Pakistan 79		
			Iraq 59		
			Bangladesh 51		
			Philippines 37		
			U.K. 37		
			Romania 34		
			Venezuela 21		
			Sri Lanka 19		
			Syrian Arab Republic 19		
			Ireland 19		
			Russia 19		
			Turkey 17		
			Jordan 16		
			Colombia 14		
			France 14		
			Ukraine 14		
			Serbia 13		
			Lebanon 13		
			United Arab Emirates 12		
			Brazil 11		
			Algeria 11		
			Israel 10		
			Australia 9		
			Guyana 8		
			Nigeria 8		
			Libyan Arab Jamahiriya 8		
			Mexico 7		
			Korea 7		
			Spain 7		
			Nepal 7		
			Cuba 6		
			Germany 6		
			Macedonia, The Former Yugo 6		
			Poland 6		
			Trinidad 6		
			El Salvador 5		
			Portugal 5		
			Bulgaria 5		
			Ethiopia 4		
			New Zealand 4		
			Italy 4		
			Afghanistan 4		
			S. Africa 4		
			Ghana 3		
			Croatia 3		
			Sudan 3		
			Hungary 3		
			Greece 3		
			Morocco 3		
			Kuwait 3		
			Latvia 3		
			Malaysia 3		
			Dominican Republic 2		
			Bahrain 2		
			Costa Rica 2		
			Peru 2		
			Uzbekistan 2		
			Jamaica 2		
			Nicaragua 2		
			Czech Republic 2		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Cambodia 2		
			S Arabia 2		
			Bosnia And Herzegovina 2		
			Argentina 2		
			Indonesia 2		
			Albania 2		
			Singapore 2		
			Belarus 2		
			Japan 2		
			Myanmar 2		
			Chile 1		
			Uganda 1		
			Taiwan, Province Of China 1		
			Viet Nam 1		
			Gabon 1		
			Honduras 1		
			Netherlands 1		
			Mauritius 1		
			Denmark 1		
			Thailand 1		
			Tunisia 1		
			Switzerland 1		
			Cameroon 1		
			Moldova, Republic Of 1		
			Belgium 1		
			Haiti 1		
			Total 1695		

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

**e) Jurisdiction where applicants who became registered members obtained their initial education**

Indicate the number of applicants who became registered members in the reporting year by the jurisdiction where they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Iran 174		
			China 127		
			India 112		
			Egypt 71		
			Pakistan 54		
			Iraq 42		
			Bangladesh 31		
			U.K. 28		
			Romania 28		
			Philippines 16		
			Colombia 16		
1640	478	107	Sri Lanka 15	0	3192
			Russia 15		
			Lebanon 13		
			France 13		
			Syrian Arab Republic 11		
			Brazil 11		
			Turkey 10		
			Mexico 9		
			Ukraine 9		
			Poland 7		
			S. Africa 7		
			Serbia 7		
			Korea, Republic Of 7		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Venezuela 7		
			Peru 6		
			Australia 6		
			Nepal 6		
			Spain 6		
			Germany 6		
			Jordan 6		
			Ireland 5		
			Algeria 5		
			Cameroon 4		
			Palestinian Territory, Occupie 4		
			Cuba 4		
			Israel 4		
			Sudan 3		
			Nigeria 3		
			Netherlands 3		
			Bulgaria 3		
			Ecuador 2		
			Bosnia And Herzegovina 2		
			Czech Republic 2		
			Guyana 2		
			United Arab Emirates 3		
			Italy 2		
			Costa Rica 2		
			Libyan Arab Jamahiriya 2		
			Macedonia, The Former Yugo 2		
			OTHER 2		
			Belarus 2		
			Argentina 2		
			Morocco 2		
			El Salvador 1		
			Kuwait 1		
			Norway 1		
			Taiwan, Province Of China 1		
			Austria 1		
			Tunisia 1		
			Slovakia 1		
			Kenya 1		
			Jamaica 1		
			Congo 1		
			Ethiopia 1		
			Trinidad 1		
			New Zealand 1		
			Eritrea 1		
			Switzerland 1		
			Hungary 1		
			Armenia 1		
			Indonesia 1		
			Yemen 1		
			Portugal 1		
			Ghana 1		
			Albania 1		
			Guatemala 1		
			Moldova, Republic Of 1		
			Georgia 1		
			Chile 1		
			Total 967		

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

**Additional comments:**

**f) Jurisdiction where members were initially trained**

Indicate the total number of registered members by jurisdiction where they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			China 2428		
			U.K. 2387		
			India 2287		
			Iran 1545		
			Romania 1163		
			Egypt 1090		
			Pakistan 837		
			Poland 604		
			Bangladesh 463		
			Serbia 426		
			Iraq 384		
			Russia 380		
			Sri Lanka 260		
			Ukraine 217		
			Colombia 214		
			Turkey 214		
			Czech Republic 205		
			S. Africa 181		
			Hong Kong 174		
			Philippines 171		
			Bosnia And Herzegovina 144		
			Germany 136		
			Lebanon 133		
			Australia 128		
			Croatia 127		
			Syrian Arab Republic 123		
			Ireland 115		
			Hungary 113		
			Bulgaria 110		
			Israel 150		
46611	10335	1991	Korea, Republic Of 109	1052	<b>79032</b>
			Brazil 98		
			France 94		
			Trinidad 91		
			Taiwan, Province Of China 88		
			Venezuela 87		
			Mexico 87		
			Argentina 71		
			Jordan 67		
			Nigeria 65		
			Albania 59		
			Kenya 53		
			Peru 52		
			Netherlands 51		
			Macedonia, The Former Yugo 49		
			Guyana 46		
			Cuba 42		
			Algeria 39		
			New Zealand 38		
			Slovakia 36		
			Italy 35		
			Chile 33		
			Belarus 30		
			OTHER 28		
			Switzerland 27		
			S Arabia 26		
			Ethiopia 25		
			Greece 25		
			Nepal 25		
			Sudan 24		
			Japan 24		



Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Latvia 24		
			Morocco 20		
			Kuwait 19		
			Ghana 19		
			Belgium 18		
			Libyan Arab Jamahiriya 17		
			Denmark 17		
			Indonesia 16		
			Viet Nam 15		
			Jamaica 15		
			Sweden 15		
			Tunisia 14		
			Lithuania 14		
			Spain 14		
			El Salvador 13		
			Norway 12		
			Finland 11		
			United Arab Emirates 10		
			Azerbaijan 9		
			Singapore 9		
			Uzbekistan 9		
			Portugal 9		
			Ecuador 9		
			Thailand 8		
			Cyprus 8		
			Austria 8		
			Palestinian Territory, Occupied 8		
			Zimbabwe 7		
			Moldova, Republic Of 7		
			Mauritius 7		
			Afghanistan 7		
			Myanmar 7		
			Malaysia 6		
			Cameroon 6		
			Slovenia 6		
			Malta 6		
			Costa Rica 6		
			Dominican Republic 5		
			Bouvet Island 5		
			Paraguay 5		
			Nicaragua 5		
			Honduras 5		
			Georgia 4		
			Kazakhstan 4		
			Uganda 4		
			Armenia 4		
			Tanzania, United Republic Of 4		
			Zambia 4		
			Barbados 3		
			Haiti 3		
			Senegal 3		
			Estonia 3		
			Tajikistan 3		
			Sierra Leone 2		
			Yemen 2		
			Congo, The Democratic Repu 2		
			Somalia 2		
			Bolivia 2		
			Eritrea 1		
			Malawi 1		
			Suriname 1		
			Guatemala 1		
			Kyrgyzstan 1		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Congo 1 Iceland 1 Guinea 1 Panama 1 Gabon 1 Mozambique 1 Total 19043		

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

#### g) Applications processed

Indicate the number of applications your organization processed in the reporting year:

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
New applications received	2839	484	136	1695	88	5242
Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)	4813	297	111	3288	69	8578
Inactive applicants (applicants who had no contact with your organization in the reporting year)	3367	195	43	1006	64	4675
Applicants who met all requirements and were authorized to become members but did not become members	0	20	0	5	0	25
Applicants who became FULLY registered members	1640	478	107	967	0	3192
Applicants who were authorized to receive an alternative class of licence <sup>3</sup> but were not issued a licence	0	0	0	1	0	1
Applicants who were issued an alternative class of licence <sup>3</sup>	0	0	1	20	2	23

<sup>1</sup> An alternative class of licence enables its holder to practice with limitations, but additional requirements must be met in order for the member to be fully licensed.

Additional comments:

#### h) Classes of certificate/license

Indicate and provide a description of the classes of certificate/license offered by your organization.

You must specify and describe at least one class of certificate/license (on line a) in order for this step to be complete.

#	Certification	Description
a)	Provisional Licence (PL)	<b>Description (a)</b>  A provisional licence may be issued to an applicant for a professional engineer (P.Eng.) licence who has satisfied all of PEO's licensing requirements except for the minimum 12 months of verifiable and acceptable engineering experience in a Canadian jurisdiction, under the supervision of a professional engineer licensed in the jurisdiction in which the work was undertaken.

b)	Limited Licence (LEL)	<p style="text-align: center;"><b>Description (b)</b></p> <p>A limited licence is issued to engineering technologists or scientists who, by virtue of many years of specialized engineering experience have demonstrated competence in a specific aspect of engineering. If that engineering competence is within the scope of professional engineering practice (i.e. impacts on the public), the legislation provides for the issuing of a limited licence covering that aspect of professional engineering practice.</p>
c)	Temporary Licence (TL)	<p style="text-align: center;"><b>Description (c)</b></p> <p>A temporary licence is issued on a project and discipline basis to engage in the practice of professional engineering for a maximum period of 12 months from approval. One does not have to be a citizen of Canada or a permanent resident of Canada to apply for a temporary licence.</p>
d)	Licensed Engineering Technologist (LET)	<p style="text-align: center;"><b>Description (d)</b></p> <p>A Licensed Engineering Technologist designation is granted to those LEL holders who applied after July 1, 2015, and who concurrently maintain their CET registration with OACETT.</p>

Additional comments:

**i) Reviews and appeals processed**

State the number of reviews and appeals your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee	0	0	0	3	0	3
Applicants who initiated an appeal of a registration decision	0	0	0	3	0	3
Appeals heard	0	0	0	3	0	3
Registration decisions changed following an appeal	0	0	0	0	0	0

Additional comments:

**j) Paid staff**

In the table below, enter the number of paid staff employed by your organization in the categories shown, on December 31 of the reporting year.

When providing information for each of the categories in this section, you may want to use decimals if you count your staff using half units. For example, one full-time employee and one part-time employee might be equivalent to 1.5 employees.

You can enter decimals to the tenths position only. For example, you can enter 1.5 or 7.5 but not 1.55 or 7.52.

Category	Staff
Total staff employed by the regulatory body	102
Staff involved in appeals process	7
Staff involved in registration process	31

Additional comments:

### 3. Submission

**I hereby certify that:**

**Name of individual with authority to sign on behalf of the organization:**

Michael R. Price, MBA, P.Eng., FEC

**Title:**

Deputy Registrar, Licensing and Registration

**Date:**

2016/02/29